# TERM (Training & Education Resource Model) Occupations Report

| | Column | Explanation |
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| A | Rank | This is the rank of the occupation based on comparative scores in five areas, openings, wages, skills, growth rate, and turn over ratio as shown in columns D through H. Tie scores get tie ranks. |
| B | SOC Code | Standard Occupational Classification system. SOC is used by federal agencies collecting occupational data, providing a means to compare occupational data across agencies. It is designed to cover all occupations in which work is performed for pay or profit, reflecting the current occupational structure in the United States. For more info on SOC, see: http://www.bls.gov/soc/socguide.htm |
| C | SOC Title | The title of the occupation, as assigned by the Standard Occupational Classification system (SOC). |
| D | Openings | Average number of projected openings (from growth + turnover) expected **per year** for the occupation. Projected openings based on recent occupation projections. |
| E | Hourly Wage | Based on the average of the wage of the occupation. Wages based on 2005 Occupational Employment Statistics (OES) survey. Hourly wages were calculated by dividing annual wages by 2080 hours (40 hours X 52 weeks). |
| F | O*NET Score | O*NET is an acronym for the Occupational Information Network (http://www.onetcenter.org/). This data is a measure of the skills, knowledge, and abilities required for the occupation. The numerical score for each comparative occupational descriptor in the O*NET Knowledge, Skills, and Abilities data files were summed for each occupation and then ranked by percentile. |
| G | Growth Rate | The two-year projected rate of growth in employment of the occupation. This number could be negative but usually is not. Occupational growth rate is from recent Occupational Projections produced by the AzDES Research Administration. |
| H | Turn-over Ratio | This is the projected number of annual openings due to **growth** divided by the projected number of annual openings due to **replacement** (like retirements, quits, promotions, etc.). **Higher ratios indicate lower turnover**. Based on recent occupational projections data. |
| I | Education / Training Requirements | The job training and educational levels as assigned by the Bureau of Labor Statistics (BLS). See detailed descriptions of the BLS codes on page two of these notes. Note that a higher code number indicates a lower amount of education or training time. |

| Calculation method | |
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| 1 | Hourly wages were calculated by dividing annual wages by 2080 hours (40 hours X 52 weeks). |
| 2 | The Training and Educational code can be used as a filter. That is, only occupations with selected training and euducation requirements are included, or all levels can be included.  See below for a listing of the different levels. |
| 3 | Percentiles were calculated for each statistic shown.  In case of a tie, the same percentile was assigned to all SOC's involved in the tie. |
| 4 | The following formula determined the score for each SOC: $$(3 \times \text{openings percentile} + 3 \times \text{wage percentile} + \text{O*NET percentile} + \text{growth percentile} + \text{turnover percentile}) / 9$$ |

**BLS (Bureau of Labor Statistics) Education and Training Codes** for more details: www.workforce.az.gov/admin/uploadedPublications/2536_EdTrainDef.pdf

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|---|---|
| 1 | First professional degree |
| 2 | Doctoral degree |
| 3 | Master's degree |
| 4 | Bachelor's or higher degree, plus work experience |
| 5 | Bachelor's degree |
| 6 | Associate degree |
| 7 | Post-secondary vocational training |
| 8 | Work experience in related occupation |
| 9 | Long-term on-the-job training |
| 10 | Moderate-term on-the-job training |
| 11 | Short-term on-the-job training |

| Sources | |
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| 1 | Openings and wage data are produced by the Arizona Department of Economic Security, Research Administration, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.  Wages are from recent Occupational Employment Statistics (OES) survey, and openings are from current occupational employment projections. |
| 2 | For the O*Net score, the most recent O*Net database was used (www.onetcenter.org/database.html). |
| 3 | The education and training codes are from the Bureau of Labor Statistics (BLS) website at ftp://ftp.bls.gov/pub/special.requests/ep/optddata/optd0212.txt |

| Questions and Comments | |
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